



U.S. Department of Transportation

The Coast Guard **Reservist**

September - October, 1980

The state of the Coast Guard
for the 'decade of the oceans'—
see page 10.

UNCLAS

PO3 "Holly-Go-Lightly"--mascot of the St. Joseph, MI, Coast Guard Station--died recently and has been buried on the grounds of the installation after receiving a military service, complete with dress uniforms and a five gun salute.

For regulars and reservists who have been stationed at St. Joseph during the past 15 years, the mascot was a familiar sight. PO3 "Holly," who was part German Shepherd and Husky, came to the Lake Michigan SAR facility as a pup in 1965. She was adopted from the Humane Society by two Coast Guardsmen attached to the unit at the time, and named after a character in "Breakfast at Tiffany's," a popular stage play of the 1960s.

St. Joe's Officer-in-Charge, BMCS William Johnson, USCG, is quoted as saying that PO3 "Holly" was considered as "part of the family" by Coast Guardsmen assigned to the station. In addition to a natural role in station security, she frequently accompanied boat crews on distress calls up until her declining days. During her Coast Guard career, she also had the distinction of earning a National Defense Service Medal, as well as three Good Conduct Medals.

The faithful mascot, who exemplified the spirit of the Coast Guard motto, "Semper Paratus," will soon be remembered by a monument to be erected in her memory on the grounds of her adopted home.

Since its beginning 20 years ago, CGRU Duluth, MN, has quadrupled its membership from 15 in 1960 to over 60 today. Three of the original members, LT Donald Solem, PSC Ben Lugowski, and DCC Milt Sweeney, have been with the unit from its inception.

Not only has the unit's size increased, but so has its scope. During the spring, summer, and fall, Duluth reservists augment the Marine Safety Office at Canal Park three weekends a month. Their duties range from boardings on foreign vessels to monitoring fueling procedures to fighting oil pollution. Other reservists augment Station Duluth, maintaining equipment, enforcing harbor regulations, and performing SAR.

CGRU Duluth won national attention in 1975 when it was given the Reserve Officers Association Congressional Award for being the best Coast Guard Reserve unit in the country.

Today, the Duluth unit continues to grow in both its members and its mission.

Happy 20th, Duluth!

A medal to accompany the Reserve Meritorious Service ribbon has been approved by Commandant. The medal is now in the design stage and should be available in another year.

BM3 Francis Sigismonti, USCGR, of RU Station Moriches, N.Y., sent the suggestion.

In a letter to BM3 Sigismonti, RADM Vaughn, Chief, Office of Reserve, said "Your initiative in submitting this well thought out proposal will enhance the morale of Coast Guard Reservists everywhere...Well done!"

Cover photo-BM3 Cynthia Culpepper, a coxswain for COTP New York, Reserve Unit III, pilots a 32-footer on the East River. Reserve small boat crews man Station New York small boats year round. The United Nations building is in the background. Photo by PSI Matt Peterson, USCGR.

A new Reserve unit was commissioned recently at Station Ponce de Leon Inlet, FL.

The new command's duties will include Search and Rescue, Port Safety and Security, Aids to Navigation and Bridge Inspections. The unit will work closely with regular personnel at Coast Guard Station Ponce de Leon Inlet.

Attention all you would-be artists! The Office of Reserve is looking for paintings, photos, sketches, and other art works for permanent display at Headquarters. The only requirement is that they be done by reservists. If you have something you'd like to have displayed, contact Kim Pickens at (202) 426-2350. In addition, pictures or paintings of general Reserve interest may be used as a cover for the Reservist magazine.

THE COAST GUARD RESERVIST is published bi-monthly by the Commandant of the United States Coast Guard.

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This material is printed as information only and is not authority for action.

Members of the Coast Guard Reserve are invited to submit articles, photographs and artwork to the editor for possible publication. By-lines will be given.

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CG-288

Admiral's corner

Chapter 21 of Title 14 of the United States Code, which deals with the Coast Guard Reserve, has been in need of updating for some time now. The long sought changes have at last been enacted into Public Law 96-322, signed 4 August 1980 by President Carter. Representing several years of development, we now have the tools that will help to improve the overall management of the Coast Guard Reserve program.

Basically, the intent of the revision to Chapter 21 is to improve clarity, to improve compatibility with language used in the regular Coast Guard portion of Title 14, and to provide a more equitable opportunity for the selection, promotion, and retention of our Reserve officers.

While the major thrust of the new law is directed to management of the Reserve officer corps, one of the more important changes is in Title 14, USC, Section 704, which vests in the reservist on active duty or inactive duty training, the same authority, rights, and privileges in the performance of duty as a member of the regular Coast Guard. This will greatly simplify the administration of the augmentation training program for those reservists whose duties involve law enforcement.

Among the several changes to the law are substantive changes which I feel warrant individual comment.

Section 728 extends the category of "excluded" active duty to include an officer on limited or temporary duty if recalled from an inactive duty status. This ensures that an officer recalled to work on a special project or for a limited amount of extended active duty will not face the inequity of being placed on the active duty promotion list; i.e., he will continue to compete for promotion with his Reserve contemporaries.

A new provision has been added to Section 740 that limits captains in an active status to completion of 30 years total commissioned service. This will facilitate the start of the promotion flow each year and eventually may reduce the number of captains that must be removed annually by a retention board, a situation which undeservedly is interpreted by some officers as implying that they are "least qualified."

Section 743 reduces the tenure of Reserve rear admirals from five to four years. With two rear admirals authorized in an active status, this reduction in tenure will increase the opportunity for selection among captains from one chance in two and one-half years to one chance in every two years.

The benefit to our Reserve program resulting from enactment of this legislation cannot be overstated. I hope that you will see these changes to Title 14 USC as I do -- a quantum step forward in Reserve program management.



RADM Sidney B. Vaughn
Chief, Office of Reserve

brief comments



"Boats, I don't think you need our fuel credit card for a routine 2-hour harbor patrol."

VGLI not available for Reserve retirees

The Summer 1980 issue of the Retiree Newsletter contained an article on how to convert Serviceman's Group Life Insurance (SGLI) to Veteran's Group Life Insurance (VGLI) which was of interest to many Reserve retirees.

However, the information in that article was intended for retired active duty personnel -- not Reserve retirees.

Public Law 93-289 states that VGLI insurance is not generally available to retired reservists or to members of the Ready Reserve. However, a member of the

Ready Reserve may, at the end of 20 years for retirement purposes, either continue the SGLI coverage or convert to an individual policy of Civilian Life Insurance.

A reservist while on active duty or ADT on a call or order specifying a period of less than 31 days may be eligible for VGLI if rendered uninsurable by injury or disability.

For further information, contact your local VA office, or the Office of SGLI, 212 Washington St., Newark, N.J., 07102, (201)-877-7679.

Carter extends call-up in Cuban refugee ops



BM3 Jim Reynolds from CGRU Station Port Canaveral lends a skilled hand during the recent Cuban refugee crisis. Regular and Reserve personnel of all rates and ranks have come from as far away as California to support the operation. Photo from the Station Port Canaveral **Port Guardian**.

President Carter has extended the involuntary call-up of reservists to augment operations during the Cuban refugee crisis until the end of the fiscal year.

To date, over 600 Coast Guard reservists have been called up to provide support for the Cuban refugee operation while maintaining minimum performance levels in other Coast Guard missions.

Reservists have responded nation-wide. They have replaced some TAD boat crews, formed cutter maintenance and repair teams,

provided additional personnel support, and supplemented personnel involved directly in refugee operations. Several Reserve boat crews have been manning regular 41-footers.

In a 27-day period, they provided over 8,000 man-days of direct support to active service missions.

As the call-up winds down, more information will be available. Look for further details in the next issue of the Reservist.

Claim a 10? File with I.R.S!

A change to the code of federal regulations imposes a new requirement to submit copies of certain employee withholding exemption certificates to the Internal Revenue Service (IRS).

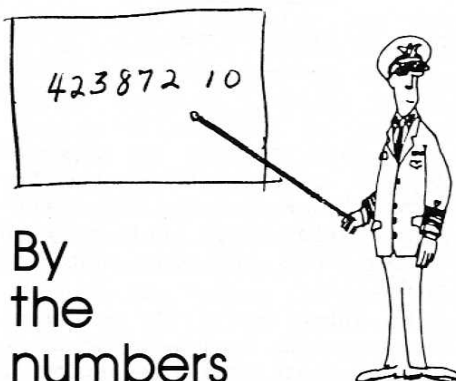
This requirement applies to all certificates filed where the total number of withholding exemptions claimed exceeds nine (9), or if the certificate indicates that the member is claiming a status exempt from withholding.

This requirement applies to all members, i.e., civilians, military on active duty, inactive duty reservists, and retirees.

Copies will be filed quarterly with submission of the form (IRS) 941 or 941E. This applies to all certificates received from a member on or after 1 April 1980.

Copies must be transmitted to COMDT (G-FPS) by each pay office. Specific instructions for submittal by authorized certifying officers will be provided.

Inquiries by personnel relating to this requirement should be addressed directly to local IRS offices.



Do you recognize this group of numbers? Every Coast Guard Reserve officer has a number similar to this, called an experience indicator. The numbers may change from officer to officer, but the objective remains the same for every officer.

For the purpose of definition, examine the experience indicator above, reading from left to right:

42 - The first two digits are the primary experience indicator code (in this case for Port Safety). This officer is assigned to a mobilization billet with the Port Safety specialty.

3 - The third digit is the most recent billet level in which the primary experience indicator was updated. Chapter Five, Section 5-J of the Coast Guard Reserve Administrative Manual provides the steps required to update an experience indicator.

37 - The fourth and fifth digits are the secondary experience indicator code. This code reflects additional qualifications the officer has, but is not required for the mobilization assignment. In this case the officer earned the Afloat experience indicator code while on 3 years of extended active duty.

2 - The sixth digit is the most recent billet level in which the secondary experience indicator code was updated.

10 - The seventh and eighth di-

CAPT Sandford Bee, Jr., USCGR, is the new Deputy Chief, Office of Reserve, at Headquarters. CAPT Bee has viewed the Coast Guard from a number of angles, from enlisted to officer, from the shore to the air, from the regulars to inactive duty Reserve to the RPA program. He replaces CAPT Kenneth Murphy, USCGR, who is now Chief of Reserve in CGD12.

CAPT R. W. Doherty, USCGR, is the Chief, Reserve Training at Headquarters, replacing CAPT Joseph Tyson, who retired.

The Reserve Administration Division has two new faces. CAPT(S) Lawrence Foley, USCGR, recently took over duties as Chief of RA, while CDR Paul Burke, an RPA from First District (r) became the Assistant Chief of that division.

Welcome aboard!



gits indicate the civilian occupation code (in this case, education).

A list of all the experience indicator codes and civilian occupation codes are found in the front of the Register of Reserve Officers (COMDTINST M1001.26A).

The experience indicator codes are the key to determining an officer's training function, because they tell the officer what qualifications to acquire for a particular mobilization billet.

Two main points for each officer to be aware of are:

(1) All officers, upon assignment to a unit in the Selected Reserve, are assigned a mobilization billet which has a comparable experience indicator code for the purposes of training.

(2) All officers are required to train and qualify for their assigned mobilization billet's experience indicator code and maintain it through training and experience from ADT, correspondence courses, and IDT.

Every officer is responsible for ensuring that he has current training and experience for his primary experience indicator code. If an officer has just completed the necessary training to obtain an experience indicator code for the first time, that officer must initiate a request to the district commander (r), for assignment of the specific code.

Secondary experience indicators reflect an officer's qualification other than the primary mobilization specialty. There is no Commandant policy regarding

guidance for earning specific secondary experience indicators. However, some districts do have policies. Check with your respective district training officer via the chain of command for information regarding the policy on secondary experience indicators. Remember that earning and updating a secondary experience indicator should not interfere with the responsibility for maintaining the primary experience indicator.

In Enclosure (5-1) of the Coast Guard Reserve Administrative Manual, you will find the minimum requirements for assignment of experience indicator codes. COMDTNOTE 1212 of 24 June 1980 lists criteria for several codes not included in Enclosure (5-1).

Qualifying for a primary experience indicator as soon as possible demonstrates an officer's initiative, energy, and professionalism. If an experience indicator is out of date, it is a poor reflection on the mobilization readiness of the officer, the Reserve unit, and the district. Efforts towards qualifying for and updating experience indicators are appropriate evaluation material for fitness reports and should be referred to in fitness report comments.

Take time to review the requirements and compare them to your current qualifications. Plan ahead to bring your experience indicator up-to-date and inform your district commander (r) of the training and experience that updates your experience indicator.

The Reserve officer's inactive duty promotion system explained

by LCDR Fred Brox, USCGR

second in a series

This article continues the discussion presented in the previous issue of the The Reservist on the Reserve Officer's Inactive Duty Promotion System. It includes determining date of rank, date of appointment, selection opportunity, and zone size.

DETERMINING DATE OF RANK

As mentioned in the first article, inactive duty Reserve officers are tied to active duty promotion list (ADPL) officers by the running mate system. The whole purpose for the concept of the running mate is to have some equitable means to provide promotion flow, keep an inactive duty officer moving at roughly the same rate, but no faster than his ADPL counterpart, and to determine a just and fair date of rank.

If a "just and fair" method to assign date of rank was available independent of the running mate system, the concept could be eliminated. Current legislation is rigid and provides no flexibility to program managers. A selected inactive duty Reserve officer must be promoted whether or not such a promotion is in the best interests of the officer or the program.

To ensure a selected and promoted Reserve officer the proper precedence and date of rank, it is necessary to first determine his running mate. The following methodology is utilized, being guided by the previously discussed rules:

1. Record the name, grade, and date of rank of the Reserve officer under consideration. Use the current edition of the Register of Reserve Officers.

2. Consult the Register of Officers (ADPL) for the same grade and record the name and date of rank for every officer with the same date of rank as the Reserve officer under consideration.

3. It is often possible to narrow the group on the ADPL by con-

sulting the ADPL in effect when both the regular and Reserve officers were ensigns. This way you may only have to work with four or five ADPL names.

4. Scan the old ADPL for officers (ensigns) senior to the Reserve officer in question who are still on the new ADPL. These are all potential running mates.

5. If the current ADPL shows only one officer with the same date of rank as the Reserve officer in question, then that officer is the running mate for all Reserve officers with the same date of rank. This rarely happens. If it does, examine their respective dates of rank at all previous grades. The "running mate" must have been senior to the Reserve officer in each grade or he can not qualify as his present running mate.

6. If there is no ADPL officer with the same date of rank, proceed to the next senior officer above the place where an officer with that date of rank would be. If he is the only one with this new date of rank, then he is most likely the running mate for every Reserve officer with the old date of rank. Be sure to perform the seniority test from paragraph 5. This disparity in the dates of rank is the result of the running mate from the last promotion being removed from or moved on the ADPL due to retirement, resignation, death, or deep selection.

7. If there is more than one officer on the ADPL with the new date of rank, it is necessary to proceed to the Register of Reserve Officers for the year preceeding the Reserve officer's current date of rank to determine his date of rank in his immediately previous grade.

8. Do the same for the group of ADPL officers with the same date of rank using the Register of Officers for the same year as used for the Reserve officer in paragraph 7.

9. This process is repeated for all grades held by the Reserve officer and the ADPL potential running mates until they no longer share the same date of rank.

10. When one of the potential running mates is determined to be the immediate remaining senior of the Reserve officer by virtue of class standing in officer candidate school, the academy, or by date of entry into the service, then that officer (the junior most ADPL officer who is still senior to the Reserve officer) is the Reserve officer's running mate.

DETERMINING DATE OF APPOINTMENT

Now that the running mate is known we must wait until he is promoted on the ADPL. Once promoted, his date of rank becomes the Reserve officer's date of rank when promoted. As you can see, we use the old date of rank to determine the running mate. We then use the running mate to determine the new date of rank. An ADPL officer's date of rank is when he or she is officially promoted. An ADPL officer remains on a promotion list until a vacancy is available. An inactive duty Reserve officer remains on a promotion list until his running mate gets promoted, he is physically qualified, and a vacancy exists. He is not appointed to the higher grade until Commandant (G-RA-3) confirms the completion of all administrative prerequisites and confirms the existence of a vacancy (14 USC 786).

The date of appointment is the date Commandant (G-RA-3) confirms the above. This is the date when an officer is actually promoted, gets paid at the higher grade and can wear the uniform of the higher grade. An officer must have a current physical examination in his record to be appointed. This physical can be up to three years old for officers

Inactive duty promotion system (continued)

below age 36. It must be no more than one year old for officers age 36 or older.

SELECTION OPPORTUNITY AND ZONE SIZE. Selection opportunity is equal to the number of officers to be selected, divided by the number of officers to be considered for the first time. Generally, there are many officers who were considered by a previous board and are again being considered for selection. These officers are "above the zone" and serve to lower the actual selection opportunity.

The zone size is not within the administrative control of the program managers. It is a direct function of the regular ADPL zone for this grade translated through the linkage of the running mate system. The Reserve zone may be larger or smaller than the regular zone since there is no direct correlation between ADPL officers, running mates, and inactive duty Reserve officers.

The number of officers selected is a function of actual and anticipated vacancies in the next higher pay grade. Generally, va-

cancies are only a problem at the captain level in the Coast Guard Reserve.

In recent years a concerted effort has been made to keep the selection opportunity between consecutive year groups as similar as possible. We have a self-imposed policy of varying selection opportunity by no more than five per cent between successive year groups.

By balancing the vacancy factor against the "stable-selection-opportunity factor," Commandant (G-RA-3) adjusts the opportunity upward or downward to best meet the needs of the Service and the collective needs of the officer corps. A practice known as vacancy averaging is used at the captain level to help stabilize the highly volatile factors at work. In this practice, Commandant (G-RA-3) estimates the anticipated zone sizes and vacancies over the next four years and strives to treat the four year period as a system of inputs (selection boards) and outputs (retention boards/retirements). This moving average tends to lower the peaks and raise the

valleys in an effort to provide a fair and relatively consistent selection opportunity over time.

This vacancy averaging at the captain level almost always results in promoting captain-selectees from promotion lists generated over a year in the past. It is felt that even though this slows down the promotion to captain for most officers, it is better than forcing more captains to retire early to make room for the selectees. A self-imposed guide used when determining selection opportunity is to remove no more than one-third of the captains in any one year and to keep captain-selectees on a promotion list no more than 15 months from the date of board approval.

This concludes the second in a series of articles on the Reserve Promotion System. Questions on this article or requests for discussion of other aspects of the promotion system should be directed to Commandant (G-RA-3/54) through the chain of command.

New student loan includes reservists

A new student loan program was opened by Coast Guard Mutual Assistance recently.

The Admiral Roland Student Loan Program replaces the Admiral Roland Educational Loan Program. The new program offers more loans to more people.

Under the new program, undergraduate students may borrow up to \$2,500 a year for three years and \$5,000 a year for graduate work up to a total of \$15,000. No payment is due until study completion.

Eligibility is open to everyone covered by Coast Guard Mutual Assistance and their dependents. (This means your dependent can apply if you pay at least half of their child support.)

For more information, contact the Coast Guard Mutual Assistance Board of Control (FTS 426-4964) or your local Mutual Assistance Officer.

Have a nice stay!

All offices at Coast Guard Headquarters have used the diversified services of competent reservists serving on periods of Special Active Duty for Training (SADT). These reservists represent 11 of the 12 Coast Guard districts and serve in all rates, ratings, and ranks. They receive valuable on-the-job training and enable the active service to conduct various special projects.

But, unfortunately, these reservists are especially vulnerable to the difficulties that all of us who are stationed in the high cost-of-living metropolitan Washington area encounter.

Many reservists on SADT at Headquarters waived per diem pay and are paying for room and board out of pocket. It is very difficult to get berthing at any of the military bases in the area, especially during short assignments, and there is no guarantee

of keeping quarters, even if available.

Most of these hardships could be lessened or avoided by actions of the requesting Headquarters office, personnel in the districts, and the SADT reservist. The Headquarters office can ensure that any coordinating efforts made are carried through. The district can ensure that the person's orders are quite explicit in stating entitlements and that the reservist understands these conditions.

More importantly, the reservist should ask questions to be sure everything is clear, and that important conditions are in writing. Verbal promises or agreements, no matter how well intended, do not guarantee anything. A little extra effort can make for an enjoyable and productive assignment for an SADT reservist at Headquarters.

Keeping it all in the f



Tracy and Ellen McKeithan visit BMC William Favreau at Wrightsville Beach Station. Story by PAC Chuck Kern, USCG. Photo by PA3 Bruce Pimental, USCG.

The origin of the slogan, "like father, like son" is lost in antiquity, but these days when women are stepping into more non-traditional roles, the new slogan "like mother, like daughter" may join it in popularity. Such a case is the story of Ellen McKeithan and her daughter, Tracy, of Wilmington, N.C.

Ellen, a high school teacher, joined the Coast Guard Reserve four years ago in response to an ad in the newspaper and is now a Yeoman Second Class. This year Ellen worked in the Coast Guard recruiting office in Wilmington for her two weeks of active duty. Perhaps it was her enthusiasm for the Coast Guard, and then again perhaps it was her experience working in a recruiting office which helped recruit her daughter Tracy, a '79 high school graduate.

Tracy graduated from Coast Guard "boot camp" at Cape May, N.J., recently, and her mother asked for and was given time off from her duties at the recruiting office to attend Tracy's gradua-

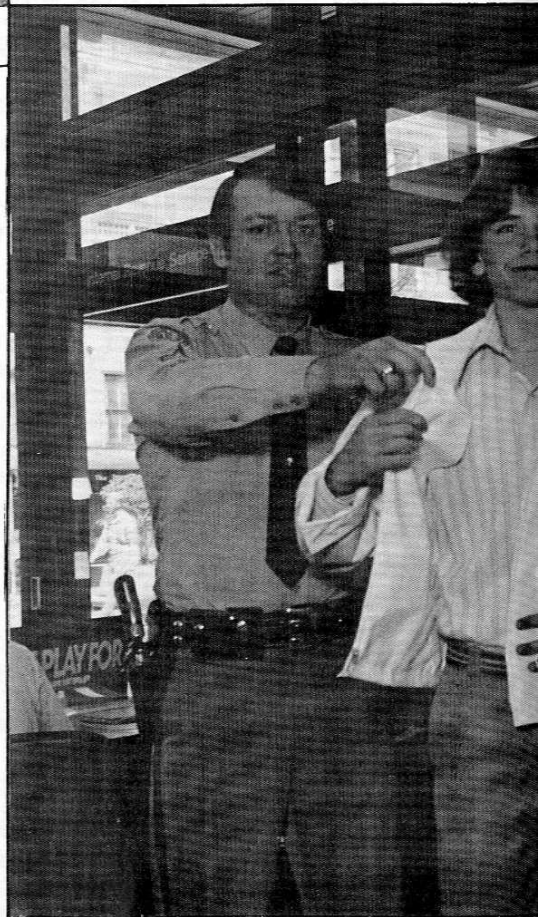
tion. You see, Tracy established quite a record for herself at the recruit training center. She was named to the regimental staff from her company, and her marksmanship with the .45-caliber pistol earned her an Expert medal and the well-intentioned nickname "Killer McKeithan" from her fellow graduates of "Quebec" Company. For Ellen McKeithan, her pride in Tracy's accomplishments more than justified the long drive to Cape May.

Tracy grew up with sail boats and lived at Wrightsville Beach for eight years, so her decision to apply for further training as a boatswain's mate came as no surprise to her mother. After ten days leave upon graduation from boot camp and three months intensive training at RTC Yorktown, Tracy will be assigned to augment Coast Guard Station Wrightsville Beach.

For Ellen and Tracy McKeithan, it looks like just the beginning of a long and exciting career with the Coast Guard Reserve.

For Edward Lewis, a sergeant in the Chesapeake Virginia Police Department, joining the Coast Guard has been a life-long ambition. He grew up on Virginia's eastern shore where he had an early interest in the sea which was reinforced by the fact that his stepfather was a chief in the Coast Guard.

During the Viet Nam conflict, Ed was drafted into the Army and served from October 1966 until July 1968. In 1969, he joined the Chesapeake Police Department and is a member of the S.W.A.T. and diving teams. After looking into the programs available, Ed found that he could enlist in the Coast Guard Reserve as a Port Securityman Second Class. His primary motive for joining was



Sergeant Lewis helps his stepson, Bradley Gregory, pin a badge on his sleeve. Presented Bradley after father and son were sworn in.

family

his love of the Coast Guard and the sea, although the extra pay will surely come in handy.

Sergeant Lewis' stepson, Bradley Gregory, is a senior in high school and has been thinking of a career in the Coast Guard for several years. After talking it over, father and son decided to enlist together.

Ed and Bradley were sworn in on 18 April at the Coast Guard recruiting office in Norfolk, Va. Sergeant Lewis is now Petty Officer Second Class Lewis in the Coast Guard Reserve. Bradley enlisted under the delayed enlistment program and reported to RTC Cape May, N.J., this past summer to begin his career in the regular Coast Guard.



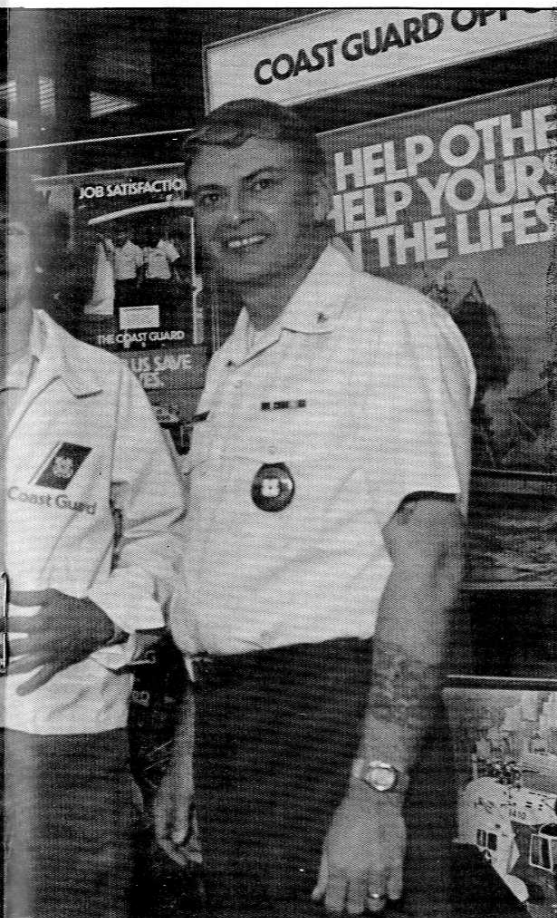
Story and photo by PA2 Bill Ball, USCG.

SK1 Mark Schmidt recently enlisted his wife, Yvonne, into the Coast Guard Reserve at the Coast Guard's San Jose, Calif., recruiting office.

Yvonne had served in the U.S. Air Force, but then chose the Coast Guard and enlisted as a Storekeeper Second Class.

"I like military people," says Yvonne. "I joined the Reserve for training, the education and the job. The money isn't bad, either."

The Schmidts have been married for seven years. Mark has been in the Coast Guard for eight and a half years.



ut on the Coast Guard jacket Chief Dallas Miller
n. Photo by PA3 Bruce Pimental, USCG.



LT D.R. Payne administers the oath to four new recruits, brothers Larry and Danny Granstaff, and husband and wife David and Shirley McLeod. Photo courtesy Shoppers News, Paducah.

In the Coast Guard Reserve, enlistment no longer necessitates separation of families. This was exemplified at the Paducah, Ky., Detachment of CGRU Owensboro. Husband and wife, David and Shirley McLeod, of Benton, Ky., and brothers Danny and Larry Granstaff, of Princeton, Ky., were recently sworn in as new Detachment members.

These enlistments enhanced the Paducah Detachment's goal of

achieving unit status in the near future. The Detachment, which presently consists of 13 enlisted personnel and three officers, has a primary mission to augment the Marine Safety Office in Paducah. The Reserve Detachment has been welcomed and greatly assisted by MSO Paducah, with which it is co-located and shares both facilities and resources.

It's all in the family.

The one at your elbow

story and
photo by
SK3 Tom Butler, USCGR



CWO Allen Farmer takes the wheel at Reserve Training Center Cape May.

Time has proven that one joins the Coast Guard Reserve to see a world of interesting people, and sometimes the most fascinating person of all turns out to be the one at your elbow--someone with whom you serve, someone with a real story behind him -- like CWO Allan Farmer, Executive Officer of the Barnegat Light Reserve Unit, N.J.

Among the career officers and "old timers," Mr. Farmer is unique. How many others in the Coast Guard or the Coast Guard Reserve can claim to have served 20 years in the same unit?

Farmer joined the Coast Guard on 1 September 1959, in Lancaster, Pa., as a Seaman Recruit. After recruit training at Cape May and advanced training aboard the Unimak, he returned to the Lancaster Unit, never realizing that he would spend the next 20 years at the same unit! At the time his commanding officer was LCDR A. P. Breuninger.

When the Lancaster Unit was transferred over to the Atlantic City Group as the nucleus of the Reserve Unit at Barnegat Light in 1972, CPO Farmer was the man called upon to marshall the forces for augmenting personnel at the Barnegat Station.

Shortly after the establishment of the Barnegat Light Reserve Unit, Farmer accepted an appointment as Warrant Officer in the Reserve. He also accepted the added responsibility of Training Officer while also performing as Executive Offi-

cer. In both he excelled, since his enlisted background gave him added insight into the problems and challenges of molding the Reserve members into an effective integral force at Barnegat Light.

During July, 1979, the Barnegat Light Station Command was assumed by LT D. F. Breuninger, the nephew of LCDR A. P. Breuninger, Mr. Farmer's original CO. That was an ironic touch to cap 20 years of dedicated and faithful service for Mr. Farmer.

However, there is no doubt that the center of Mr. Farmer's life is his family. His wife, Grace, and sons, Brian and Kevin, are very active in all community affairs, especially with the Boy Scouts. This close-knit family devotion has been a vital signpost to them in the light of the loss of their son, Allan R. Farmer, who was on his way to complete an Eagle Scout project when he was struck by an automobile.

What is in store for Mr. Farmer in the future? As LT J. D. Gillespie, the present Barnegat Light Reserve Commander states, "I hope that Mr. Farmer stays on his present career path for the next 20 years for the benefit of the Coast Guard and Station Barnegat." And how does Allan Farmer view the situation? "I am looking forward to 20 more years as a commissioned officer."

They make it look *easy*

by PA2 Wilkie Nunn, USCGR, with MK2 Don McGibbon, USCGR

Stavanger, Piraeus, Monrovia, Trondheim, Bergen - names unfamiliar to most Americans, but Jack Kidd, a Coast Guard reservist in the Baltimore area, knows them well as homeports for Norwegian, Greek, Liberian, Swedish, and German merchant ships.

One weekend a month, PS2 Kidd, a Baltimore insurance agent, patrols the Baltimore Harbor area, enforcing marine safety and pollution regulations. He leads a three man crew on a 32-foot utility boat on daily patrols past the huge tankers and freighters that make Baltimore one of the busiest ports on the east coast.

"We write down the name of each ship, its homeport, and where it is docked or anchored in the harbor. We check around the piers for oil and chemical spills, and sometimes we do small chores, like towing away large debris that could really damage the hulls of pleasure craft," Kidd explains.

Acting under MSO Baltimore, Kidd's crew patrols the inner harbor areas as well as small ports and river traffic under MSO jurisdiction. They record the weekend locations of larger vessels, check for water pollution, and remain alert for any unsafe conditions or suspicious activity.

Water pollution from oil or chemical spills make up the bulk of the weekend cases handled by the crew.

"A lot of spills reported to us turn out to be very small, just a rainbow sheen on the water caused by coal dust or soapsuds. If it's a larger slick, we try to sample it so we can determine its composition and its source. Most oil spills occur during fueling operations and are cleaned up before the Coast Guard ever gets there," says Kidd.

Petty Officer Kidd's crew includes BM3 Anthony Tremper, a dry wall hanger, and EM2 Gene Shellenberger, a civilian electrician working at the Coast Guard Yard in Curtis Bay. They train together throughout the year and even arrange to take their two weeks ADT together. As a result, they work as smoothly and professionally together as a full-time Coast Guard boat crew.

"We really are used to working together now," Tremper said on a recent patrol. "Our timing is much sharper and less has to be said."

The boat patrols are only a portion of the Coast Guard Reserve activity in the Baltimore harbor. Back at the MSO, for example, the officer in charge one weekend a month is LT Mike Perper, a lawyer with the Department of Energy. Like active duty officers at the MSO, Perper stands watch alone, overseeing all MSO units as they patrol the surrounding waterways.

The success of the Reserve law enforcement and safety patrols depends largely on extensive winter training programs while the waterways are

frozen. Besides formal training, the MSO reservists, many of whom are policemen or firefighters, exchange information on their civilian experiences and methods.

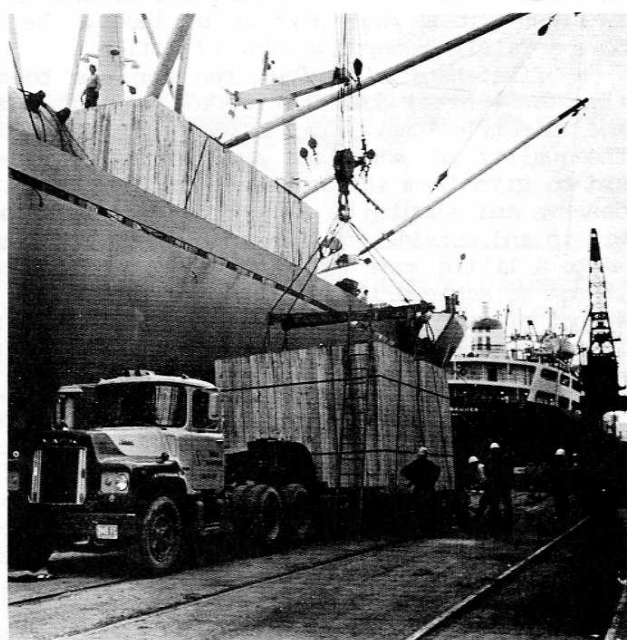
Monitoring the handling of dangerous material can be particularly satisfying for the Reserve inspectors.

"The cargo doesn't have to be radioactive, flammable liquid, or some exotic chemical to be considered dangerous," notes Tremper. "Certain cargo, such as paper, sisal, or mill wastes can be dangerous. If packed or stowed incorrectly, they become a fire hazard."

Reserve dangerous cargo specialists spotcheck all waterfront facilities to encourage safe operations. When firefighting equipment is missing or safety gear is not functioning properly, the inspectors require operators to correct the situation. Violations are written when necessary.

Port security means round-the-clock responsibilities. When all the facilities and ships have been inspected, it starts all over again, with more vessels to board, more docks to visit, more paperwork to write up. For these and other duties, the Coast Guard can rely on its reservists in the Baltimore area.

From a small boat channel marker on an isolated backwater to the mammoth container ships in Baltimore harbor, everywhere are reminders of the Bay's nautical heritage. Photo courtesy Maryland Department of Transportation.



The following is the Commandant's State of the Coast Guard Address, given to the Officers' Association and Chief Petty Officers' Association at a luncheon in Washington on 16 January.

The state of the Coast Guard for the 'decade of the oceans'

"As my staff and I sat down to brainstorm a bit about how to describe the state of the Coast Guard this year, my special assistant suggested that we decide on a super beginning and a dynamite ending, and then keep them as close together as possible. Well, the consensus in that session was that the state of the Coast Guard is good, it could be better, and, most importantly for you today, it fits on just two 3 X 5 cards.

"Seriously, I do want to break from the tradition of last year and be brief so you may ask questions. "As most of you know, I have spent the better part of my first 18 months listening, looking, targeting opportunities and trying to get ahead of the action. I've seen 85 per cent of our facilities, interacted with a majority of our people in question and answer sessions, and been exposed to the concerns of our clientele and our counterparts in other nations. And what I may have missed has probably been covered by our Vice Commandant or Master Chief Petty Officer of the Coast Guard. At this juncture, I think I know the state of the Coast Guard, its strengths and weaknesses, and the direction it should be moving. Our flag officers have met several times to flush out a whole myriad of ideas. We now have a fairly exhaustive plan of action.

"My first-hand view from the top has been a time for renewed commitment...to give our people the lifestyle they have earned; to give them the quality of workplace and skills they need; and to give them the degree of support that they deserve and should be able to expect from both within and outside the service..., even if we have to be a little more aggressive and unconventional in how we achieve it. George Bernard Shaw is the author of one of my favorite comments on life and I find it particularly pertinent for any discussion of the state of the Coast Guard. He said:

'People are always blaming their circumstances for what they are. I don't believe in circumstances. The people who get on in this world are the people who get up and look for the circumstances they want, and if they can't find them, make them.'

I see the Coast Guard comprising that kind of people.

"The new year rang in with much of the state of the world overshadowed by the suffering in Cambodia, the 'hostages' in Iran and now the events in Afghanistan. Ready or not, the 80s are here, a decade that will require sustained commitment to clearly defined and enunciated national objectives that we approach with self-confidence, unity, and optimism. A slice of that national direction is what you have heard me call the 'Decade of the Oceans'. Clearly, the sea, its users, and its guardians should be high on the list of national priorities. This challenges the Coast Guard to be prepared for moderate growth..., a growth that will be influenced to a large degree by the state of the world and our nation, and by our own effectiveness. The arena in which we operate will continue to be characterized by scarcity and plenty -- and conflict and vision.

"Food, energy, qualified people, and dollars are scarce. Each will affect the tempo of change and the breadth of our involvement in ocean affairs. For example, technology will release much needed resources from people-intensive activities to those functions for which there is no alternative; certain rules will have to be stratified to accommodate economic differences among clientele; and the universal nature of maritime problems, tempered by a pervasive shortage of resources, will continue to generate a proliferation of small Coast Guard-like organizations among the developing coastal nations....

"If you look at the broad picture, and those national objectives we help to shape and carry out, you find that we are more than ever still a maritime nation! World trade is steadily on the increase. The future demand for maritime transportation, as well as the resources that the oceans can provide, will translate into national priorities supporting more activity off our shores. Further, events in Iran and Afghanistan forcefully demonstrate the continuing need for our nation to be a strong sea-power.

"From a strategic point of view, the world of systems analysis has not always served us well in bettering our understanding of future requirements. The decision process has often allowed such analyses to substitute for those subjective value judgments that are so necessary in today's competitive environment. We still find the need

to augment our 'PPBS' system with something called strategic planning. That change will involve 'politicizing' some of the input to our decision-making process. We must plan to operate in the world as it is, and not as we would like it to be. It would be very easy to play the arrogant guardian and protector, but the nature of our work and the national interest not only demand but invite compromise and conflict. Accommodating interest groups and water use management

"...the nature of our work and the national interest not only demand but invite compromise and conflict."

will present new challenges to us every day. Further, we must create a climate of fiscal management to support the strategies we design to correct any defects we see in our organization..., and that brings me to an assessment of where we are.

"As one looks at most Coast Guard programs, we tend to view them as entities, because that's the way our program management system is organized. But think of them in a different way for a moment. They represent a very complex interaction of maritime activities which complement one another as prevention and response initiatives. Very few other organizations have statutory responsibility to compensate for their own failures in so many areas. That in itself is a unique public trust. The Coast Guard you know today is the product of 190 years of mostly wise decisions by our predecessors, and some very deft interaction with the Congress over the years. The multi-mission concept has proven its worth, not only as an effective operating framework, but also as a deterrent to turf encroachment. The fact that our organization is successful, unique, complex, and important to our nation makes strategic planning perhaps the most important activity commanding our attention. When we seek to modify our response to public need, or seek a change in statutory responsibilities, it must be done carefully. It is a top management function which requires a realistic assessment of the consequences. Our decision-making process must be tuned in to those institutions and forces which affect and shape national needs. Most assuredly, we must address ourselves to those institutional processes that we depend upon for our resources. As self-serving as that may sound, no organization survives without it.

"We have a very well-structured planning, programming and budgeting process, probably the best in government today. However, despite that process and the support of an understanding Congress, our capital plant is unacceptable, especially our ships, boats, and shore facilities, and some of our aircraft. It has been difficult to overcome the political reality that program priorities, on the road to Congress, are determined by high-visibility, short-term payback, relatively narrow but politically oppor-

tune emotional issues. For this and a variety of other reasons, we find ourselves at somewhat of a strategic disadvantage with respect to resources, precisely at the time when our country needs our capability the most. Without changing either what we seek or how we seek it, we simply may not be in position to respond in the fashion the public expects. I am committed to preventing that occurrence. That will be a matter of strategy.

"We do not have enough people or dollars to support our missions properly and we cannot expect our people to continue responding reasonably under unreasonable conditions. Without additional resources, the time has arrived to start doing less, prioritizing what we do, and perhaps stop doing some things in their entirety in order to restore job satisfaction and prevent any further deterioration of professionalism. That too will be a matter of strategy.

"Given a quantifiable shortfall in resources, we still have a lot going for us. No other agency in the arena of ocean affairs has the talent and effective base of operations that we do. We are in step with the times...as a significant element of this nation's seapower, as a protector of scarce commodities, and as a medium for extending the goodwill of Americans among the strategically important developing nations. And we probably have a proportionately greater technical base than virtually all other elements of government.

"As I look at the position of the nation in the world, the needs of most developing nations, and what the Coast Guard is and does, I reach two conclusions. First: the interdependency of nations, particularly the maritime and coastal nations, is a very large opportunity and mandate for a reorientation of our foreign policy and

"We do not have enough people or dollars to support our missions properly and we cannot expect our people to continue responding reasonably under unreasonable conditions."

our maritime policy. Second, and following from that notion: the Coast Guard has significant potential as an instrument of U.S. diplomacy. We have already had talks and participated with other agencies and nations on a number of initiatives designed to share our expertise, especially with our neighbors in the Caribbean Basin.

"In looking to the future, I intend to predicate my budget decisions on the philosophy of funding strategies and not projects. Through the strategy council we have validated many issues and laid out strategic objectives. This, as you will soon see, involves tactical decisions which cross program lines. Specific goals have been grouped according to seven basic objectives, some of which I want to share with you today.

"First: to make major improvements in the quality of life for our people as well as improving job satisfaction and career opportunities, in an atmosphere of dedicating ourselves to equal opportunity for all. We must retain more of our experienced people and thus help

"... Looking to the future, I intend to predicate my budget decisions on the philosophy of funding strategies and not projects."

preserve the professionalism the 80s will demand. Some of the plans to support these objectives include an aggressive family services and equal opportunity program, assistance with home ownership investments, open-ended enlistment contracts, remedial education, and a revolving fund to streamline payment of medical bills subject to CHAMPUS reimbursements. Hopefully, the latter will help create a more amicable patient/doctor relationship with fewer hassles, especially in remote areas.

"Second: achieve a quantum jump in the improvement and modernization of the logistics support system that we depend upon to maintain our capital plant. Our support systems have not received the priorities they deserve, although here is a case where some good systems analysis would have led us to the right conclusions, and we are now using 1980 dollars to catch up. We cannot afford to build that kind of bias into our decision-making. The easy part of the solution is diverting more dollars to maintenance. I have made that decision and it is in progress. However, the more important initiative is to establish an effective maintenance rationale and institutionalize it within an effective management and decision framework. We are talking about a very pervasive integrated logistics support philosophy. Parts of the program include maintenance assistance teams, team training and rotation, cutter clustering, double crewing, adaptation of aircraft type planned maintenance systems, and realistic operational readiness standards. These are by no means new ideas.

"Third: to strengthen the military sea-going character of the Coast Guard and our maritime professionalism in all areas. Some goals include exercising careful selectivity when seeking new missions or discarding old ones, strategies to expand our sea-going base, a reorientation of the Academy mission area program, earmarking training

"We are talking about a very pervasive integrated logistics support philosophy."

billets afloat, more extensive use of other agency platforms and exchange programs.

"Fourth: to improve internal organization and management so the Coast Guard will remain vital, effective and responsive. Significant goals in this area include: the completion of a new roles

and missions study; realignment of our consumer, boating safety and public affairs functions; the establishment of an Office of Navigation; a zero-base study of total personnel requirements; maximum practical delegation of rule-making and legislative drafting tasks; recodification of Title 46; and more extensive use of simulator training for stress roles, shiphandling, and a variety of other applications.

"Fifth: to provide a decision support system designed to meet the needs of the next two decades. We need innovative, cost-effective use of technology to manage the information explosion. I intend to designate a manager for management information systems, establish a task force, structure an evaluation, and use outside consultants to the extent necessary to assure that we anticipate the state of the art and achieve a practical approach.

"Sixth: to develop innovative plans for energy conservation and for reduction of energy used in both our operational and regulatory roles. Energy and economic concerns will have parity with safety and the environment. Selected stations in the northern climates will be closed in winter and the crews deployed to warmer, higher caseload regions. Coast Guard-operated bus service between government housing areas and the work place may prove desirable. We will also

"Without additional resources, the time has arrived to start doing less, prioritizing what we do, and perhaps stop doing some things in their entirety in order to restore job satisfaction and prevent any further deterioration of professionalism."

seek designation as an emergency public service activity to assure adequate fuel for operations. The shortened work week will be further explored.

"Seventh: to enhance the Coast Guard's role as the principal ocean going agency outside DOD and as a substantial asset in U.S. seapower. This will include stimulating the coordination of federal ocean affairs and marine technology and the support of U.S. foreign policy by assisting other maritime nations. Liaison billets are contemplated at selected locations in the Caribbean. A foreign personnel exchange program will be pursued. We will develop guidance on how to manage conflict of use in water areas as well as multilingual pamphlets on Coast Guard missions and organization. Finally, we will sponsor the first ever International Conference of Coast Guard Organizations in 1981.

"I have perhaps covered only 20 per cent of the goals we have laid out, but I think you can see the range and depth of our concerns and, in particular, how they relate to strategy. As I said at the outset, I hope they have inspired some comment and interaction. I thank you very much for letting me share with you a few glimpses of the future as I see it."

opportunities

Any rank/rate, with experience in tactical software design and development, for one year in G-EEE, Headquarters. Applicant should submit complete resume along with Form CG-3453.

SK2 or SK1 for six months in support of COGD8(f), at CG Eighth District, New Orleans, La.

SK1 to develop bookkeeping and accounting system, format for contract procedures, filing system for financial records, and provide admin. support for G-PTE-4 for 120 days at Headquarters.

E-3 to E-4, YN or SK preferred, to perform general clerical duties in G-BLC for 120 days at Headquarters.

Two E-4 to E-6, YN preferred, to reconvert microfiche records to paper records. G-PO-4 for 120 days at Headquarters.

Any E-3 to E-6 with technical library skills to organize technical library in G-DMT-4 for 120 days at Headquarters.

YN, E-3 to E-6, to assist in typing, filing, correcting, and organizing research material at G-KOM for 120 days at Headquarters.

Two SK or YN, E-4 to E-6, and one HM or YN, E-5 to E-6, to provide clerical support in G-KMA for 120 days at Headquarters.

YN3 to YNC for 120 days in support of G-KMA, Headquarters.

HM3 to HM1, certified X-ray technician, to work in Operational Medical Division for 120 in G-KOM, Headquarters.

YN2 or YN1 for 120 days in support of the Management Information Branch, G-P-1, Headquarters.

O-3 with background in statistical evaluation to conduct evaluation of training courses in G-PTE-4 for 120 days at Headquarters.

One enlisted or warrant officer with architectural, mechanical, civil, or electrical drafting experience, for 4 months in Civil Engineering Branch, COGD1, Boston, Mass.

One officer for 90 days or three officers for 30 days with Marine Hull Inspection experience to do same at MIO New York, N.Y. Interested officers should contact CDR Lindahl at (212) 668-7140 or FTS 664-7140 or forward application to MIO, Attn: CDR Lindahl.

E-4 to O-4 with background in Basic and/or Fortran for 30 to 90 days in COMPACAREA, San Francisco, Calif.

Apply for these SADT positions by submitting a Request for Active Duty for Training (Form CG-3453) to Commandant (G-RT) via your chain of command.

Course schedule for MK Advanced ADT

The following is the scheduled curricula and their reporting dates for the MK ADV ADT course as planned for RTC Yorktown during the coming year:

- 25 May 1981 - Refrigeration and Air Conditioning
- 6 Jun 1981 - Hydraulic Systems and Equipment Operation and Maintenance
- 21 Jun 1981 - Refrigeration and Air Conditioning
- 5 Jun 1981 - Oily Water Separation System Operation and Maintenance, and Clayton Steam Generator/Flash Evaporator Operation and Maintenance
- 19 Jul 1981 - Engineering Department Administration, and, Engine Governors

ADT courses leave town

The following East Coast ADT courses have been moved out of RTC Yorktown for FY 81. DC Advanced, EM Advanced, Instructor Training, and Welding and Burning. DC Advanced, EM Advanced, and Instructor Training will be held instead at TRACEN Governors Island. Welding and Burning will be held only at TRACEN Alameda.

Warrant exam in December

If you have met all the requirements necessary to be eligible for warrant officer, you may be able to compete in the December 1980 Warrant Officer Examination. Commandant Notice 1417 of 19 June 1980 states which warrant officer specialties will be open for competition in the coming warrant officer selection cycle. Refer to the notice for details.

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